

FY2021 Priority Item Results and FY2025 Targets [Toyoda Gosei Co., Ltd.]

Priority item	FY2021 results	FY2025 target
No. of people who have taken training for executive personnel	54	65
Percentage of people who have had overseas assignments (management, technical and office personnel)	22.7%	25%
No. of DX personnel trained	94	270
No. of female managers	30	40
Local executive percentage (VP and above at overseas Group companies)	31.0% [Global]	40% [Global]
Percentage of managers who are mid-career hires	30.9%	30% or higher
Employment of people with disabilities	2.78% [Entire Group in Japan]	Achievement of legally mandated rate [All Group companies in Japan]
Engagement survey results (positive evaluation)	56%	65%
Average overtime hours	12.3 h/month per person	Less than 10.0 h/month per person
Annual paid leave taking rate	97.3%	90% or higher

Human Rights Initiatives

Basic Philosophy

The Toyoda Gosei Group respects the United Nations’ Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and other international norms. The Toyoda Gosei Group Charter for Business Ethics lays out our basic principles of “respecting human rights and the diversity, character, and individuality of each person and striving to create workplaces that are free of discrimination and harassment and always healthy, pleasant and safe, based on labor-management cooperation.” The Toyoda Gosei Guidelines for Business Ethics, our behavioral standards to realize the ideals in the Charter, declares respect for individual character, human rights, and fairness in hiring, and forbids forced labor and child labor.

■ Formulation of Human Rights Policy

In May 2022, we formulated the Toyoda Gosei Group Human Rights Policy based on the UN Guiding Principles. We will promote management that respects human rights and diverse values in the countries and regions in which we operate, and contribute to sustainable societies through mutual growth and development with our stakeholders.

This policy is positioned as the highest level human rights policy in the Toyoda Gosei Group. To continue as a company of integrity, we will comply with all relevant laws and regulations in the countries and regions where we do business, and as a good corporate citizen we will earnestly address issues related to human rights by promoting activities that respect the fundamental human rights of all our stakeholders.

Toyoda Gosei Group Human Rights Policy
<https://www.toyoda-gosei.com/csr/social/report2/pdf/ToyodaGoseiGroupHumanRightsPolicy.pdf>

■ Human Rights Due Diligence

We began conducting human rights due diligence in May 2022 in accordance with the Guiding Principles. Following a desk review, we completed interviews and a written survey with relevant personnel at the World Headquarters and domestic and overseas Group companies, and plan to complete the identification of significant risks by the end of this fiscal year. In FY2023, we will study measures to prevent and mitigate the identified risks, implement corrective measures, and verify their effectiveness. We will focus on understanding the real situation and taking effective measures in cooperation with Toyoda Gosei

Group companies and our business partners. The progress of this activity will be disclosed on our website from time to time.

■ Education

In the past, education on respect for human rights was provided on occasions such as when people join the company, and when they are promoted. In FY2022, based on the formulation of the Toyoda Gosei Group Human Rights Policy, we have introduced lectures by outside speakers on the theme of well-being, a human rights policy practical guide in the company newsletter, training for department general managers by outside instructors, online training for technical and office personnel, and the development of educational tools for skilled workers. We issue a monthly communication for the creation of workplaces free of harassment and discrimination, which is read out at workplaces.

■ Consultation Office

We have established a consultation office for harassment, child and nursing care, mental health, and employment support for people with disabilities. In the future, we plan set up and build channels to accept inquiries from people who are not employees of the company.

■ System

Initiatives related to respect for human rights are discussed at the Human Resources Meeting, and results are reported and confirmed at the Sustainability Meeting, for which the company president serves as chairperson.